

March Meeting

Wednesday, March 4, 2015

Program: Working With
Difficult People
Dr. Pauline Hoffmann

Menu: Chicken Florentine
Salmon
Cheese Ravioli

Cost: \$30 per member
\$35 per guest

***Non members are required to pre-pay
RSVP by Friday 2/27*

PLEASE NOTE:

*Checks payable to
"NYS Women Inc., BNC"*

How to Register

Register online at:

www.bncwomeninc.org

or contact:

Kathy Cerullo at 675-6075 or
kathyc3112000@gmail.com

Registration Deadline: Feb 27, 2015



President's Message

Fran Vaughn

I recently read an article written by Sheryl Sandberg and Adam Grant* called "Speaking While Female". They cited several research studies that found that even when women made the same recommendations for improvement that men made, the women's ideas were ignored while men's suggestions were adopted. Even more often women were not even allowed to speak but were interrupted or shot down. This has led to women remaining silent during meetings, group projects and even in the Senate. Their studies showed that both men and women discount women speakers, and they noted that "women who worry that talking 'too much' will cause them to be disliked are not paranoid; they are often right". This silence means that half of the good ideas in the world are never heard!! Here is the link for the story, it suggests some interesting solutions. <https://www.linkedin.com/pulse/speaking-while-female-sheryl-sandberg-adam-grant>.

As much as I like to think that "we've come a long way baby" it is articles like this one, that remind me that NYS Women Inc. is uniquely placed to help women become more confident and learn skills that will help us compete in a world that is sometimes very challenging. It is exciting to see women supporting women and sharing skills sometimes learned the hard way. Thanks to very thoughtful presentations, statewide leadership competitions and numerous opportunities to present our own business success, I see NYS Women-BNC continuously making a difference in the lives of working women!

*Sheryl Sandberg is the chief operating officer of Facebook and the founder of LeanIn.org. Adam Grant is a Wharton professor and the author of Give and Take. This article originally appeared in the New York Times in a series on women at work. ■

MARCH PROGRAM WORKING WITH DIFFICULT PEOPLE



Each of us works with people we may deem "difficult." In fact, what if that difficult person is us? Dr. Hoffmann will talk about what makes a person difficult, how to manage difficult people in the workplace, how to deal with difficult co-worker, colleagues and supervisors. She will discuss strategies and tactics to take with common difficult personality types and how to modify your own behaviors/reactions. Also, how do we manage our own difficult behaviors?

Dr. Hoffmann is dean of the Russell J. Jandoli School of Journalism and Mass Communication and an entrepreneur. She is the owner of Wild Mountain Organics, LLC.

She received her doctorate and master's degrees in communication from the State University of New York at Buffalo and her Bachelor of Science degree from St. Bonaventure University. Her research and teaching focus on conflict management, conflict resolution, and corporate communication and strategy. Prior to going into academia, Dr. Hoffmann worked as corporate communications manager for The CRS Companies and in creative services for Catholic Health.

As an entrepreneur, Dr. Hoffmann is interested in the use of social media and other digital tools in helping small businesses succeed. Notably, how do Square, Facebook, Pinterest, company websites and other social media/digital tools help to leverage small businesses in a global economy. ■

NYSW Inc Buffalo Niagara Chapter

Minutes from Meeting 04/04/15

Call to Order: 6:00 p.m.

Approval of November 2014 Minutes in Newsline, with the spelling correction of Kathryn Jackson's name, and Motion to Accept – Accepted as Published. (The December meeting was the Annual Holiday Auction & Mixer Fundraising Special Event in lieu of a regularly scheduled business meeting. There is no January Meeting.)

Officer's Reports:

Approval of Treasurer's Report and Motion to Accept and be filed for audit – Accepted as Published. Kathleen Garvey also reported we are "in the black."

President's Report – Fran Vaughan welcomed members and guests this evening, wished all a Happy New Year, and shared our Mission Statement. We filed and received our EIN Number, sent it to State, and have begun the incorporation process. We submitted our By-Laws to State and received them back for one revision. Copies of the By-Laws page, with the revision highlighted in yellow, were on each table this evening, and will be mailed to the Membership for review, to be voted on at the March 4, 2015 meeting. (copy attached below)

Committee Reports:

Personal/Professional Development/Program – Pauline Hoffmann: 03/04/15 How to Deal with Difficult People presented by our President Elect Pauline Hoffmann from St. Bonaventure.

04/01/15 Annual Women's Business Showcase.

05/06/15 Annual Meeting and Leadership Skills presented by Molly Anderson from Leadership Niagara.

06/03/15 June Fundraiser and Installation of Officers.

Finance Committee: Joyce DeLong reported that additional donations have been received and will be submitted to Treasurer.

By-Laws Committee – Kathryn Jackson - Copies of the By-Laws page, with the revision highlighted in yellow, were on each table this evening, will be mailed to the Membership for review, and then voted on at the March 4, 2015 meeting before being returned to State.

Nominating Committee – Kathryn Jackson – Nancy Vastola, Sue Fayle, and Toni Battaglia graciously answered Kathryn Jackson's request to be members of this committee to fill President Elect, Treasurer and Secretary positions. Motion to accept was made and seconded. Kathryn stated that if any present officers would like to remain, or if any volunteers would like to step up, it would make their job easier.

State Liaison – Linda Prezpanziak reported on (1) the one day Spring Board Meeting in Rome, New York on April 11 at The Griffiths Institute. If you would like to send a high school age person to attend the Youth Leadership Program, the information is on the website at www.nyswomeninc.org. (2) All are encouraged and invited to attend the Annual State Meeting being hosted here in Buffalo at the Millennium May 29, 30, 31. Workshops are offered, as well as our very own Chapter's Renee Cerullo, currently President-Elect, being installed as President. Linda Prezpanziak has accepted and is running for First Vice President to assist Renee in this statewide level. (3) Criteria is on the table this evening from the State Personal & Professional Development Committee to enter a speaking contest,

be interviewed by Judges, and presented at Annual Conference. There is a monetary prize and you can practice at the Annual State Meeting here in Buffalo. If you are interested, you can also reach out to Linda Prezpanziak at Linda285@aol.com.

Public Relations – Katharine Smith and Joyce DeLong shared exciting news regarding our new partnership with WKBW TV's Women In Leadership monthly honoree program. Successful women, who give back to the community, are featured on AM Buffalo, WKBW TV Website, and interviewed on television. Five members of our own Buffalo Niagara Chapter have been featured in the past. At the end of the year, there is a celebratory luncheon with WKBW honoring these 12 women. Criteria can be found on the website.

Membership – Renee Cerullo welcomed all new members, reporting current membership at 61. We hold the largest membership in NYS Women Inc. Please continue to invite guests to each meeting.

Announcements – Sue Mager once again announced our participation in Zonta Club's Free the Girls Project Bra Collection to benefit women freed from human trafficking in Africa and Central America. Collections of new or gently used bras will continue at the March 4 and April 1 meetings. Renee Cerullo asked for any interest from the membership in being on new committees she is forming under her new State Level Presidency: Advocacy and Legislation, Public Relations, Social Media, and Membership.

Next Meeting Wednesday March 4, 2015 at the Protocol Restaurant, 6766 Transit Road, Williamsville, NY 14221.

Meeting Adjourned: 6:27 p.m.

Fran Vaughan announced our Program on Generational Differences in the Workforce presented by Emily Ciraolo from National Fuel, Shelly Jack from St. Bonaventure, and Patricia Zimmerman from KeyBank.

NYSW BNC BY-LAWS AMENDMENT

ARTICLE IX NOMINATIONS AND ELECTIONS

SECTION 1: Officers shall be elected by ballot at the chapter's annual meeting in May.

SECTION 2: Only individuals who are active members in good standing or student members in good standing and who openly and publicly support the state organization legislative platform shall be eligible for office.

SECTION 3: At a business meeting preceding the annual meeting, a nominating committee of at least two (2) members shall be elected. The immediate past chapter president shall serve as chair of the committee. The nominating committee shall present a slate of one or more nominees for each office to the membership at least one month prior to the annual meeting. Nominations may also be made from the floor at the meeting one month prior to the annual meeting. Thereafter nominations shall be closed.

SECTION 4: Vacancies in office shall be handled as follows:

(a) In the event of death, resignation, or incapacity of the President, the President-Elect shall become president for the un-expired term.

(b) Vacancies in offices other than president shall be filled for the unexpired term by the executive committee.

SECTION 5: A plurality of all votes cast for a given office shall constitute an election. ■

MARCH \$ MONEY MINUTE \$

– Amy Jo Lauber

“To live is to choose. But to choose well, you must know who you are and what you stand for, where you want to go and why you want to get there.” – Kofi Annan

Your financial predispositions have likely been formed not only as a result of your family and culture but also from many life experiences. It is possible, sometimes, to possess someone else’s perspective about money and not our own. As a result, we may never feel successful because we are always measuring up to someone else’s definition of success.

Crafting your own definition will free you from these useless strivings and lead you toward your vision and experience of abundance.

NYS Business Women, Inc.

Buffalo Niagara Chapter BALANCE SHEET

As of February 17, 2015

ASSETS	
Current Assets	
Checking/Savings	
Checking - Scholarship Restrict	2,823.13
Citizens Checking	9,679.13
Total Checking/Savings	12,502.26
Other Current Assets	
Room Deposit	200.00
Undeposited Funds	400.00
Total Other Current Assets	600.00
Total Current Assets	13,102.26
TOTAL ASSETS	13,102.26
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Accrued Expenses	500.00
Due To Member - Reimbursement	-500.00
Total Other Current Liabilities	0.00
Total Current Liabilities	0.00
Total Liabilities	0.00
Equity	
Net Assets	9,816.06
Retained Earnings	1,474.84
Temporarily Rest. Net Assets	1,893.13
Net Income	-81.77
Total Equity	13,102.26
TOTAL LIABILITIES & EQUITY	13,102.26

NYS Business Women, Inc.

Buffalo Niagara Chapter PROFIT & LOSS

Through February 17, 2015

Ordinary Income/Expense	
Income	
80th Anniversary Revenue	3,054.92
Annual Fundraiser	
Fundraisers - Scholarship	430.00
Total Annual Fundraiser	430.00
Dues Revenue	1,440.00
Excess Dinner Income	327.54
Total Income	5,252.46
Expense	
Bank Service Charges	21.00
BPW Website/Domain Names	249.94
Dues and Fees	
District VIII Dues	135.00
State Dues	-100.00
Total Dues and Fees	35.00
Insurance	126.00
Membership Supplies	406.11
Miscellaneous	0.00
Newsline Printing	552.01
Post Office Box	100.00
Postage and Delivery	13.20
Program	300.00
Treasurer's Bond and Insurance	100.00
Total Expense	1,903.26
Net Ordinary Income	3,349.20
Other Income/Expense	
Other Expense	
80th Anniversary Expense	3,430.97
Total Other Expense	3,430.97
Net Other Income	-3,430.97
Net Income	-81.77



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